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MINUTES

OF THE

CIA CAREER SERVICE BOARD

6th Meeting, 23 April 1953, 4:00 P.M.
DCI's Conference Room, Administration Building

Present: Walter Reid Wolf, DD/A, Chairman
Robert Amory, Jr., ADD/I, Alternate for the DD/I
Matthew Baird, D/TR
25X1A9a [REDACTED] DAD/NE, Alternate for the AD/NE
Charles P. Cabell, DDCI
25X1A9a [REDACTED] Ch/Operations, Alternate for the DD/P
Lyman B. Kirkpatrick, Inspector General
W. H. H. Morris, Jr., AD/P
25X1A9a [REDACTED], AD/Commo
[REDACTED] Executive Secretary
[REDACTED] Reporter

1. The minutes of the 5th meeting of the CIA Career Service Board, held 10 March 1953, were approved.

2. Discussion took place regarding the lack of nominations of qualified personnel for attendance at the several Defense Colleges. It was agreed that the Career Service Board mechanism would be utilized to solicit nominations before the extended deadline of 10 May. The Executive Secretary was instructed to prepare memoranda, for the signature of the Chairman, addressed to the several Career Service Boards requesting that they re-canvass their personnel and also that they make appropriate nominations of candidates to the Director of Training.

3. The proposed revision of Regulation [REDACTED] covering the CIA Career Service Program, was discussed and approved by vote of 7 to 1 with two modifications (paragraph 4. is changed to read "The CIA Career Service Board supervises...." instead of "controls", and paragraph 5.b.(3) is amended to include a Career Designation for the Office of the Deputy Director (Intelligence)). There was discussion of possible conflict with Agency Regulation [REDACTED] which states that "the Assistant Director (Personnel) is responsible for the development and administration of an Agency-wide personnel program", whereas the Regulation under consideration states that "it is the responsibility of the CIA Career Service Board to develop policy governing the Career Service Program, for approval by the Director and advise him on all matters of personnel policy". It was pointed out, however, that the Career Service Board structure is purely advisory, and that while it may have such responsibilities, line responsibility still lies with the Assistant Director (Personnel). It was further stated that it

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is not inconsistent, nor is effort duplicated, if recommendations go to the Director from more than one source. In effect, the Assistant Director (Personnel) has a choice of recommending through the chain of command, or through the CIA Career Service Board. Since both he and his immediate superior, the Deputy Director (Administration), are members of the Board, the latter channel for personnel policy of basic and long-range import would be more suitable. To insist, however, that the Assistant Director (Personnel) forward recommendations through an advisory body such as the CIA Career Service Board would, in effect, put the Board in the chain of command, a step inconsistent with recognized practice.

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4. Mr. [REDACTED] was nominated by the Board to replace Mr. [REDACTED] whose term had expired. 25X1A9a

5. Mr. Lyman B. Kirkpatrick was nominated by the Board to replace Mr. Walter Reid Wolf as Chairman under provisions of the Regulation as approved in paragraph 3., above.

6. The passage by Congress of a revised and extended Missing Persons Act was noted.

7. The summary of the Strauss Commission Report was noted and it was agreed that the Board reaffirm the position previously taken in regard to Hazardous Duty Pay, i.e., that no supplementary pay program be recommended at this time.

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8. The Honor Awards Board report was noted, and the proposed Notice [REDACTED] attached thereto was approved.

9. In regard to the Professional Selection Panel's report, it was agreed that the Panel should be instructed to confine itself to cases involving professional personnel, and further, that "no one will be hired or retained in the Agency who is disapproved by the Professional Selection Panel except by action of the Director of Central Intelligence who should be previously advised of the opinion of the CIA Career Service Board as to the action he should take in the matter".

10. The Professional Selection Panel's paper, "The Process of Selecting New Career Employees", dated 17 April 1953, was then considered. This had been prepared at the request of the CIA Career Service Board in reply to comments of the five principal components of the Agency on the Staff Study, "Oral Examination of Applicants", dated 3 February 1953. The paper was referred to the several Career Service Boards for their comments, so that this matter could be considered by the Board at its next meeting.

11. The Quarterly Report of the Executive Secretary was noted.

12. General Cabell was invited to attend future meetings of the Board.

13. The meeting was adjourned at 1740 to reconvene at the call of the Chairman.

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